United Nations A/S-23/AC.1/L.1/Add.26

General Assembly

Distr.: Limited
21 June 2000

Original: English

Twenty-third special session
Ad Hoc Committee of the Whole

Draft report

Rapporteur: Mónica **Martínez** (Ecuador)

Review and appraisal of progress made in the implementation of the twelve critical areas of concern in the Beijing Platform for Action

Further actions and initiatives for overcoming obstacles to the implementation of the Beijing Platform for Action

Addendum

1. The Ad Hoc Committee of the Whole considered paragraph 15 of the proposed outcome document of the twenty-third special session (A/S-23/2/Add.2 (Part II)) at its _____ meeting on 9 June 2000.

2. At the same meeting, the Committee approved the following amendments and recommended the paragraphs, as amended, to the special session for adoption:

Paragraph 15 was amended to read as follows:

15. *Obstacles*: The importance of a gender perspective in the development of macroeconomic policy is still not widely recognized. Many women still work in rural areas and the informal economy as subsistence producers, and in the service sector with low levels of income and little job or social security. Many women with comparable skills and experience are confronted with a gender wage gap and lag behind men in income and career mobility in the formal sector. Equal pay for women and men for equal work, or work of equal value, has not yet been fully realized. Gender discrimination in hiring and promotion and related to pregnancy, including through pregnancy testing, and sexual harassment in the workplace persist. In some countries, women's full and equal rights to own land and other property, including through the right to inheritance, is not yet recognized in national legislation. Progression in the professions, in most cases, is still more difficult for women, owing to the lack of structures and measures that take into account maternity and family

00-49544 (E) 270600

responsibilities. In some cases, persistent gender stereotyping has led to a lower status for males who work as fathers and to insufficient encouragement for men to reconcile professional and family responsibilities. Lack of family-friendly policies regarding the organization of work increases these difficulties. Effective implementation of legislation and practical support systems is still inadequate. The combination of remunerated work and care-giving within families, households and communities still leads to a disproportionate burden for women as long as there is insufficient sharing of tasks and responsibilities by men. It is also still women who perform the larger part of unremunerated work.